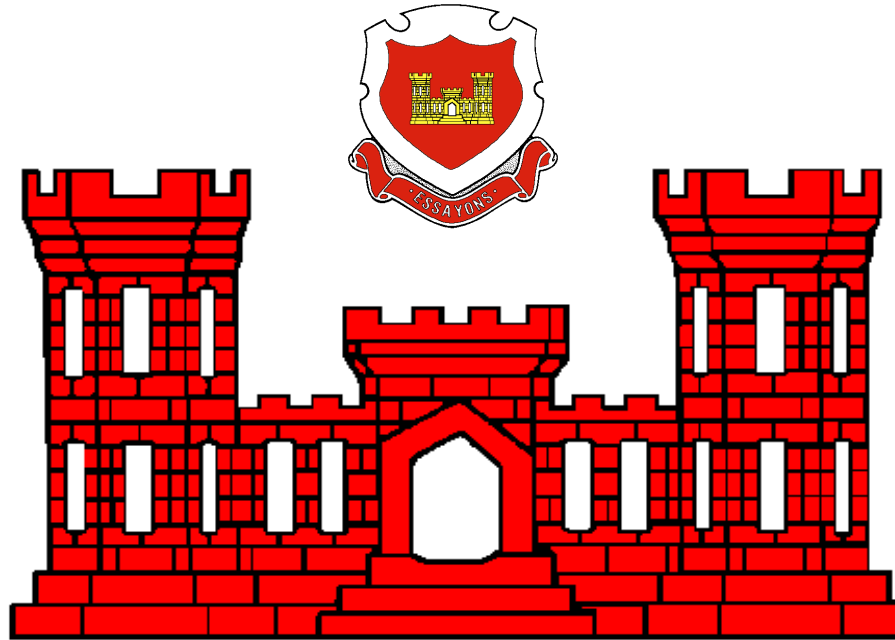


PROPONENT GUIDANCE FOR THE U.S. ARMY ENGINEER REGIMENT



**CENTRALIZED SELECTION BOARD FOR CY 04
MASTER SERGEANT**



ENGINEER REGIMENT MISSION

US Army Engineer Regiment designs, trains, and develops the full-spectrum Engineer Force to provide Combat Engineering, General Engineering, Geospatial (Topographic) Engineering, and Environmental Integration to support the force across the spectrum of military operations.

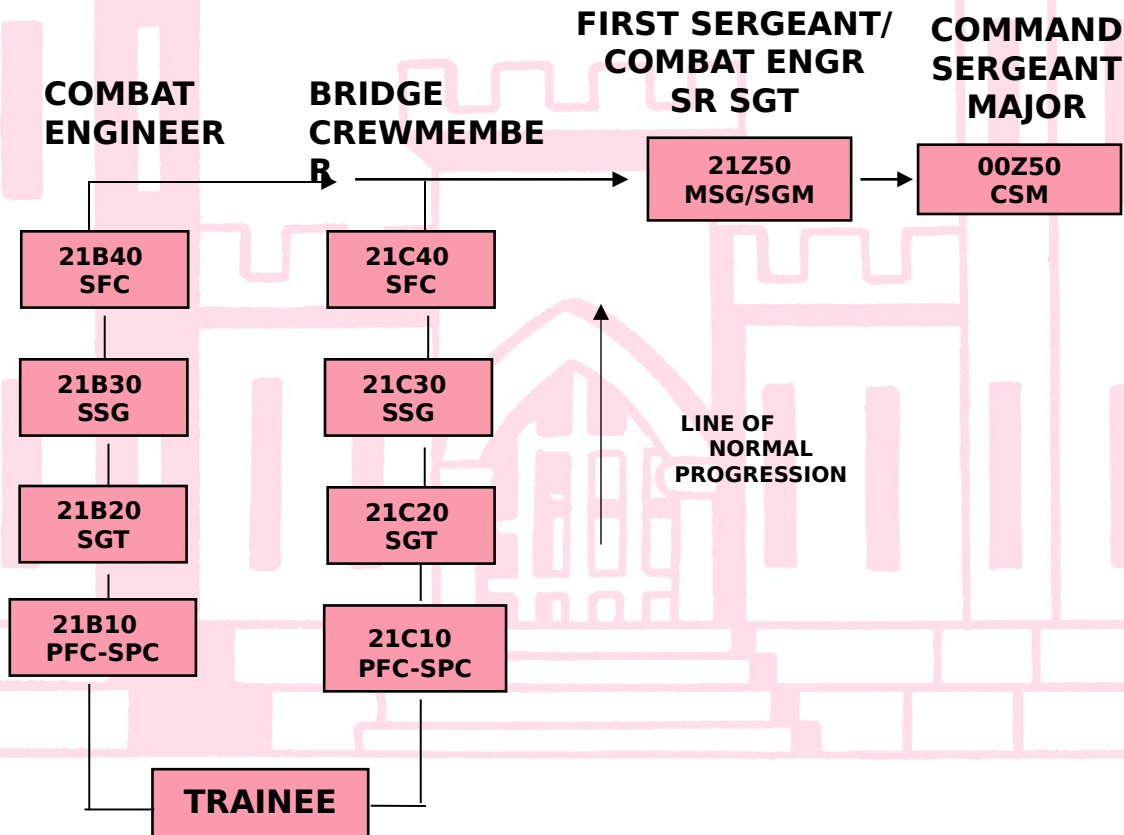


COMBAT ENGINEERING CHARACTERISTICS

- **Contains 3 MOSs 21B Combat Engineer, 21C Bridge Crewman and 21Z Engineer Sergeant.**
- **21B and 21C merge at the Master Sergeant level into 21Z.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Branch Chief - ANCOC, BNCOC, PLDOC, Master Gunner and Chief, Drill Sergeant School.**
- **Detachment Sergeant - NCO's serving as Detachment Sergeant receive credit as 1SGs in HHC Companies.**
- **Wide variety of assignments; Drill Sergeant, Observer Controller (CTC), Leader Course Instructor, Small Group Leader, AC/RC, TAC NCO, EO Advisor, IG and Military Science Instructor.**
- **MOS 21B soldiers supervises mine warfare, demolitions, and Combat Operations.**
- **MOS 21C soldiers plan and supervise in construction of float and fixed**



COMBAT ENGINEERING CAREER PROGRESSION CHART





COMBAT ENGINEERING TYPICAL CAREER PATTERNS



LEADERSHIP

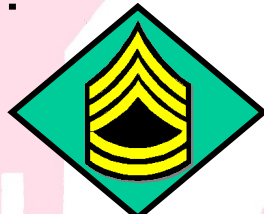
Sqd Ldr
Sect Ldr
Drill Sgt Ldr
SGL

STAFF

Construction
Foreman
Opns Sgt
Bridge Inspector

SPECIAL

AC/RC
Enlisted Advisor
Recruiter
Instr/Writer
Combat/Tng Dev



LEADERSHIP

PSG
SR Drill Sgt Ldr
SGL
O/C (T)

STAFF

Opns Sgt
Combat Eng NCO

SPECIAL

AC/RC
Career Management
Platoon Trainer
Instr/Writer
Combat/Tng Dev
EO Advisor/IG



LEADERSHIP

1SG
Branch Chief
Chief, Drill Sgt Sch
SR Eng Company

O/C

Master Gunner

STAFF

SR Eng NCO
Opns Sgt

SPECIAL

SR Career
Management
SR Career Advisor
SR Military Science

Inst

SR Eng NCO
EO Advisor
IG NCO



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Proponency SGM
Opns SGM


SPECIAL

DIR SGM s
(USAES)

Bolded are nominated positions

COMBAT ENGINEERING NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: Combat Engineering Senior Sergeant

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER DRILL SERGEANT SECTION LEADER RECON SGT		PLATOON SERGEANT INTEL SERGEANT OPERATIONS SERGEANT SR DRILL SERGEANT LEADER		FIRST SERGEANT CONSTRUCTION FOREMAN MASTER GUNNER	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	English Composition Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Behavior Information Sys Mgt Technical Writing			Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	12	12	12	12	12+	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE		
				1SG COURSE		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Course in General and Construction Engineering Demolition Operations Principles of Instruction Structural Theory/Analysis Quality Control Comp Tech in Bldg Tech		Continue Courses in Construction Engineering Engineer Management System Analysis Counseling Organizational Management			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry, Electrical, Plumbing, Structural Steel Construction Equipment Operation					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Engineering Management; Business Management: Construction Management	



MOS 21B COMBAT ENGINEER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. Combat engineers supervise, or serve, as a member of a team, squad, section, or platoon. They are engaged in providing mobility, counter-mobility and survivability support to combat forces. Performs duties in all skill levels, supervises lower grade soldiers and provides technical guidance to the soldiers in the accomplishment of their duties. Assigns tasks to subordinate elements and personnel. Accounts for soldiers, material, and equipment. Supervises in mine warfare, demolition's and combat construction operations. Calculates logistical requirements for minefields, bunkers, shelters, obstacles and wire entanglements. Enforces safety standards, field sanitation, communication procedures, security, and job specifications. Provides support for construction and tactical movements. Supervises platoon reconnaissance missions and determines the Rapid Field classification of fixed bridges. Directs employment of Wolverine, Armored Vehicle Launched Bridge (AVLB) and the Armored Combat Earthmover (ACE) in support of maneuver forces.

P5 MASTER FITNESS TRAINER **D3** BRADLEY FIGHTING

▪ **SSG - SGM**

▪ OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪ **SSG - SGM**

▪ OPEN TO ANY MOS

B6 CBT EN HEAVY TRACK

▪ **PVT - SSG**

VEHICLE

OPERATION & MAINT.

3 BIV SYSTEM MASTER

GUNNER

▪ **SFC Only**

K9 CBT EN MINE DETECTION

DOG HANDLER.

▪ **PVT - SFC**

2C JAVELIN GUNNERY

▪ **PVT - SSG**



MOS 21B COMBAT ENGINEER CHALLENGING/HIGH RISK POSITIONS



PLATOON SERGEANT



DETACHMENT SERGEANT



**SENIOR DRILL SERGEANT
LEADER**



**OBSERVER CONTROLLER/
(TRAINER)**



NCOES SMALL GROUP LEADER



SAPPER SCHOOL INSTRUCTOR



MASTER GUNNER

• **Career Management NCO**

• **AC/RC**

• **Operations Sergeant**

• **Equal Opportunity Advisor**

• **Intelligence Sergeant**

• **Combat Development NCO**

• **Senior Training Developer/ Writer**

• **Combat Engineer NCO**

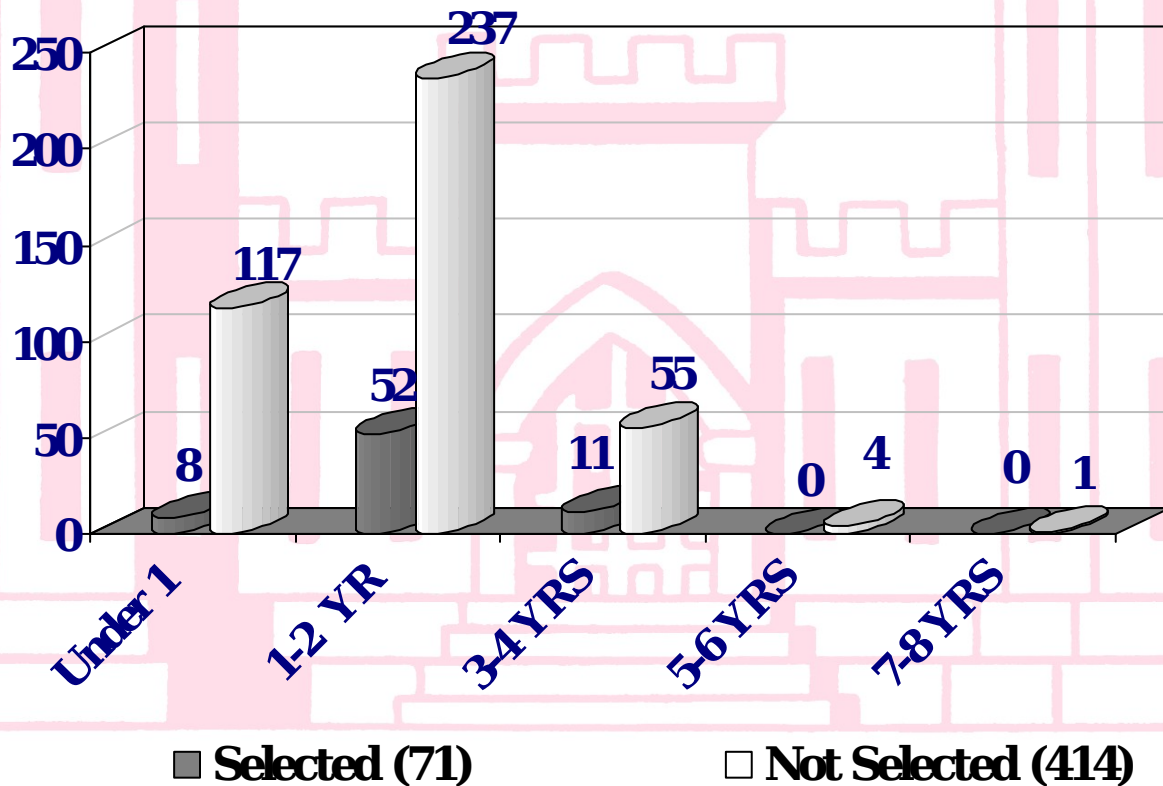
• **Military Science Instructor**

• **Instructor/Writer**

♦ = LEADERSHIP POSITIONS



MOS 21B COMBAT ENGINEER CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY 03)



FROM CY03 MSG PROMOTION LIST



21B ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH/TDA

TOTAL AUTH

LEADERSHIP AUTHS/TOE

178/331 (53.7%)

798

270/ 467 (57.8%)

LEADERSHIP (18 MONTHS)

PLATOON SERGEANT 264

DETACHMENT SERGEANT 5

SENIOR DRILL SERGEANT LEADER 37

OBSERVER CONTROLLER/(TRAINER) 111

NCOES SMALL GROUP LEADER 5

SAPPER SCHOOL INSTRUCTOR 18

MASTER GUNNER 8

TOTAL **448**



MOS 21C BRIDGE CREWMEMBER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

(ASD)

Major duties. Bridge crewmembers supervise or serve as a member of a squad, section or platoon. They provide conventional and powered bridge and rafting support for wet and dry gap crossing operations. Performs duties in all skill levels. Supervises lower grade soldiers and provides technical guidance in the accomplishment of their mission. Enforces safety standards, field sanitation, communication procedures, security and job specification. Determines logistical requirements for military fixed and float bridges. Determines anchorage requirements for fixed and float bridges. Calculates area requirements for airlift operations. Inspects fixed and float bridges. Determines requirements for float bridge protective devices. Supervises mine clearing and demolition missions. Determines logistical requirements for bunkers and supervises the construction of a defensive perimeter. Conducts platoon reconnaissance missions and calculates the Rapid Field Classification of fixed bridges. Coordinates a passage of lines.

ASIs

P5 MASTER FITNESS TRAINER

- SSG - SGM
- OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

- SSG - SGM
- OPEN TO ANY MOS



MOS 21C BRIDGE CREWMEMBER CHALLENGING/HIGH RISK POSITIONS

♦ PLATOON SERGEANT

▣ SENIOR DRILL SERGEANT LEADER

▣ NCOES SMALL GROUP LEADER

▣ OBSERVER CONTROLLER/(TRAINER)

• AC/RC

**• Senior Training Developer/
Writer**

• SR Training Management NCO

• Operations Sergeant

• Combat Developer NCO

• Company TAC NCO

• Instructor/Writer

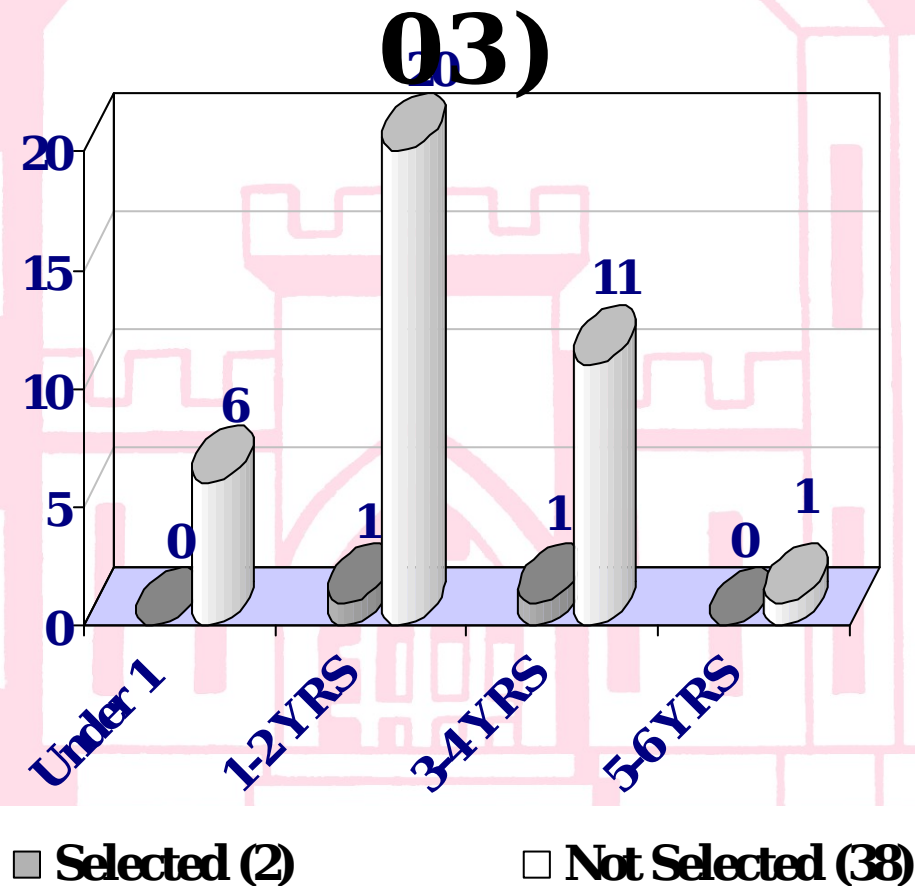
• TRNG Systems/Evaluations NCO

• Platoon Trainer

**▣ = LEADERSHIP
POSITIONS**



CREWMEMBER CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY 03)



FROM CY03 MSG PROMOTION LIST



21C ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

21/39 (53.8%)

60

12/21 (57.1%)

LEADERSHIP (18 MONTHS)

PLATOON SERGEANT

12

SENIOR DRILL SERGEANT LEADER

11

OBSERVER CONTROLLER/(TRAINER)

10

TOTAL

33

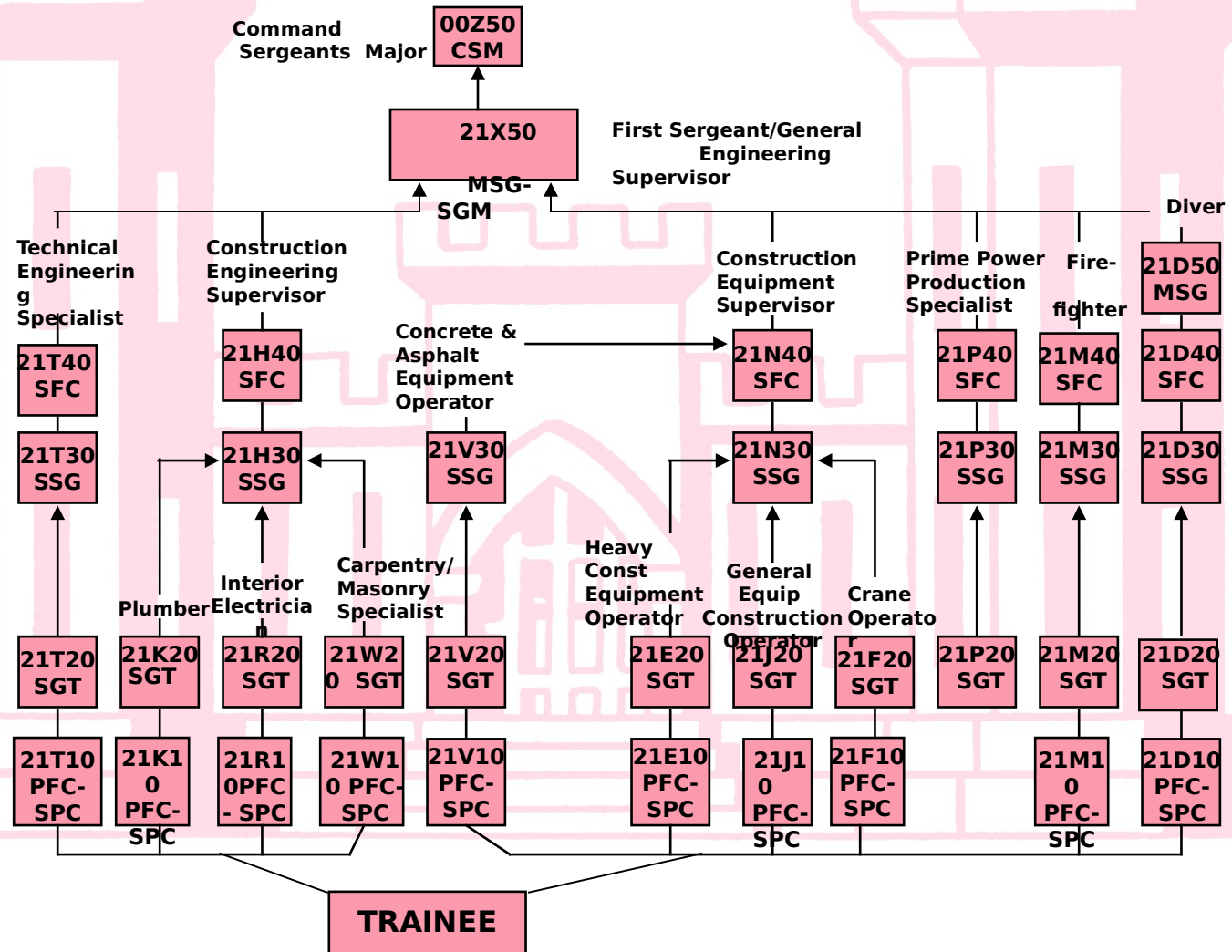


GENERAL ENGINEERING CHARACTERISTICS

- **Contain 16 MOSs ranging from Vertical Construction, Horizontal Construction, Fire Fighter, Prime Power to Diver.**
- **MOSs 21H, M, N, P, and T merge at the Master Sergeant Level into 21X.**
- **21X General Engineering Supervisor and 21D Master Diving Supervisor merge into Sergeant Major.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Fire Chief, Diving Supervisor, Branch Chief - ANCOC, BNCOC, PLDC, and Chief, Drill Sergeant School.**



GENERAL ENGINEERING CAREER PROGRESSION CHART



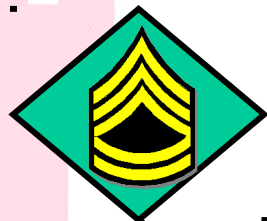


GENERAL ENGINEERING TYPICAL CAREER PATTERNS



LEADERSHIP

Sqd Ldr
Sect Ldr
Drill Sgt Ldr
SGL
Diving Supervisor
Team Chief
Tech Eng NCO
SR Pwr Station
Mech
STAFF
Opns Sgt
Construction Insp
SPECIAL
Recruiter
Instr/Writer
Combat/Tng Dev



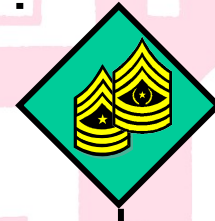
LEADERSHIP

PSG
SR Drill Sgt Ldr
SGL
SR Diving Supervisor
Fire Chief
SR Tech Eng NCO
Prime Power Supervisor
Observer Controller/
(Trainer)
STAFF
Opns Sgt
Construction Inspector
Construction Opns Sgt
SPECIAL
SR Tng Management
Diving Liaison
Combat/Tng Dev
Instr/Writer
AC/RC
FO Advisor



LEADERSHIP

1SG
Power Station Sgt
Master Diver Supervisor
SR Enlisted OC
STAFF
Opns Sgt
Asst Opns Sgt
Construction Inspector
Construction Opns Sgt
SPECIAL
SR Career Advisor
SR Career Mgt NCO
Ch Instr/Writer
SR Enlisted Eng BN
Advisor
SR Tng/Dev/Writer
Chief Diving Supervisor



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM
STAFF
Proponency
SGM
Opns SGM
SPECIAL
DIR SGMs
(USAES)

Bolded are nominated



GENERAL ENGINEERING NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEER

YEARS OF SVC	7-9		10-15		16-19	20-30
RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	CONST SQD LDR; RECON SGT CONST SECTION LDR; CONST OPS SGT; TECH ENGR NCO; FIRE TEAM CHIEF; SQD LEADER; FIRE INSPECTOR; SR POWER STATION MECH; SR POWER STATION ELEC; DIVING SUPERVISOR		PLATOON SERGEANT DETACHMENT SERGEANT SR CONST SUPV FIRE CHIEF SR TECH ENGR NCO PRIME POWER NCO SENIOR DIVING SUPERVISOR		FIRST SERGEANT MAINTENANCE SUPERVISOR POWER STATION SERGEANT OPERATIONS SERGEANT CONSTRUCTION INSPECTOR MASTER DIVING SUPER.	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Organizational Behavior Information Sys Mgt Technical Writing		Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL LEVEL	12	12	12	12	12+	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling		Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction; Computer Techniques for Bldg Tech: Structural Analysis			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry; Electrical; Plumbing,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech				BA/BS in: Engineering Management; Business MGT; Construction Engineering; Electrical Engineering; Civil	



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The construction engineering supervisor supervises construction, repair, and utility services of buildings, warehouses, fixed bridges, port facilities, and petroleum pipelines, tanks, and related equipment. Duties for MOS 21H are devises network flow diagrams such as the critical path method and coordinates work activities of supporting units. Provides supervision over all structural and utility construction projects. Inspects subordinate elements to ensure compliance with directives, construction drawings, and specifications. Plans and organizes for combat engineering missions.

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



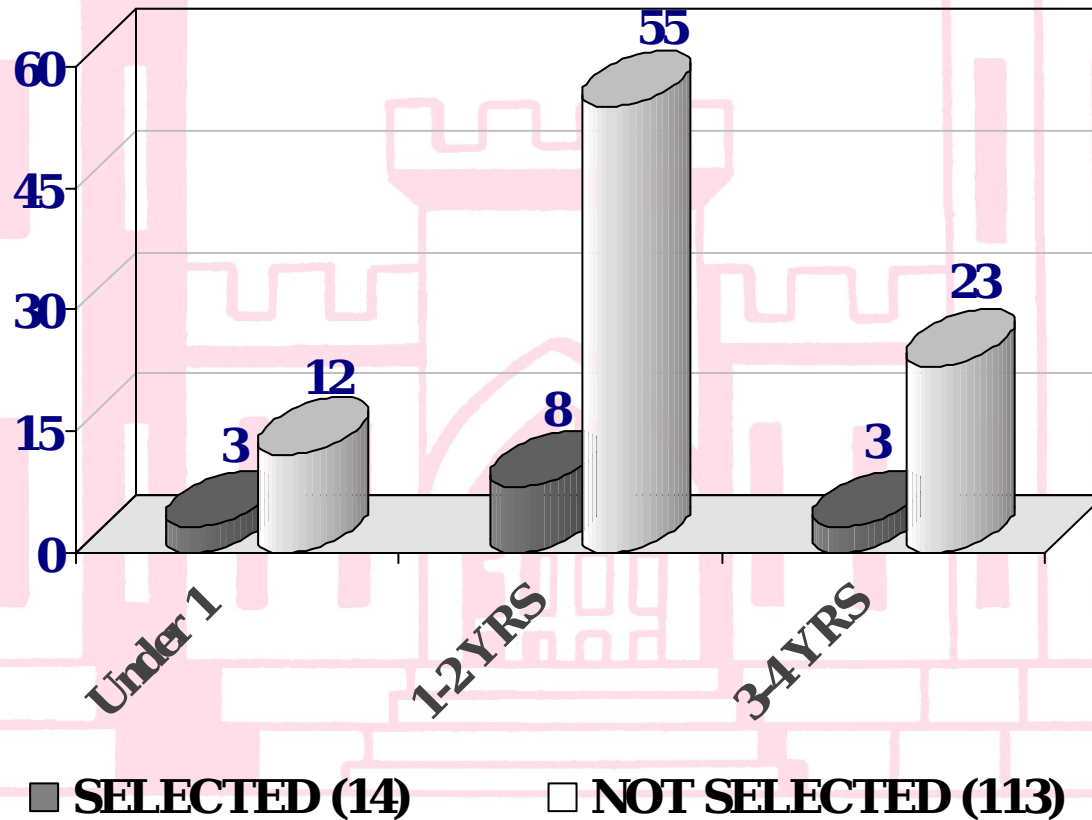
MOS 211 CONSTRUCTION ENGINEERING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS

- ◆ **PLATOON SERGEANT**
- **SENIOR DRILL SERGEANT
LEADER**
- **NCOES SMALL GROUP LEADER**
- **OBSERVER CONTROLLER/
(TRAINER)**
- **AC/RC**
- **Operations Sergeant**
- **Senior Training
Developer/Writer**
- **Construction Inspector**
- **Senior Construction
Supervisor**
- **Construction Operations
Sergeant**
- **Training
Systems/Evaluations NCO**
- **Intelligence Sergeant**
- **Instructor/Writer**

◆ = LEADERSHIP
POSITIONS



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



FROM CY03 MSG PROMOTION LIST



21H ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA

TOTAL AUTHS

LEADERSHIP AUTHS/TOE

26/94 (5%)

191

30/97 (36%)

LEADERSHIP (18 MONTHS)

PLATOON SERGEANT	<u>30</u>
SENIOR DRILL SERGEANT LEADER	<u>4</u>
NCOES SMALL GROUP LEADER	<u>2</u>
OBSERVER CONTROLLER/(TRAINER)	<u>20</u>
TOTAL	<u>56</u>



MOS 21M FIREFIGHTER

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The firefighter supervises or performs firefighting, rescue, salvage and fire protection operations. Duties are exercises command and control during rescue and firefighting operations during structural fires, aircraft crash incidents, vehicle emergencies, and natural cover fires. Exercises command and control of emergency response during hazardous materials incidents. Conducts fire prevention operations to include determining building classification and installation level inspections. Develops plans for hazardous materials emergencies. Conducts initial fire-ground investigations.

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



MOS 21M FIREFIGHTER CHALLENGING/HIGH RISK POSITIONS

♦ **FIRE CHIEF**

▣ **SENIOR DRILL SERGEANT LEADER**

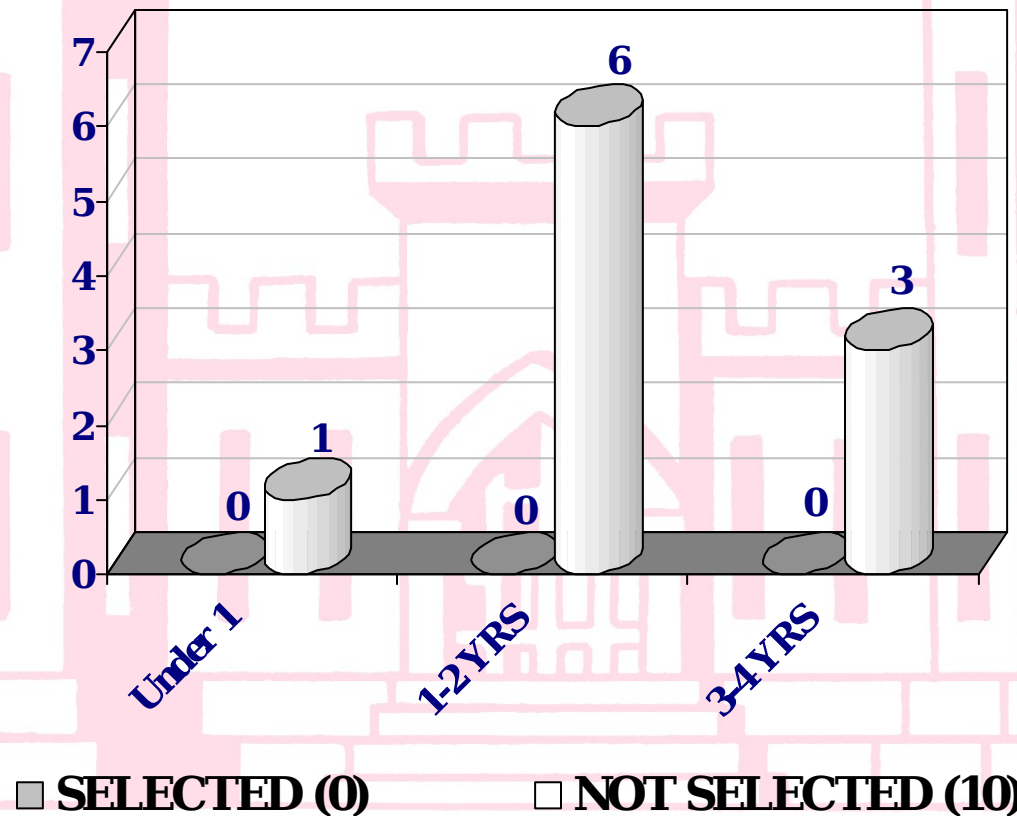
▣ **OBSERVER CONTROLLER/(TRAINER)**

- **AC/RC (Senior Firefighter)**
- **Senior Training Developer/Writer**
- **Instructor/Writer**
- **Senior Enlisted Advisor**

▣ = LEADERSHIP POSITIONS



MOS 21M FIRE FIGHTER CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



FROM CY 03 MSG PROMOTION LIST



21M ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

6/20 (10%)

20

0/0(0%)

LEADERSHIP (18 MONTHS)

FIRE CHIEF

1

SENIOR DRILL SERGEANT/LEADER

1

OBSERVER CONTROLLER/(TRAINER)

4

TOTAL

6



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The construction equipment supervisor supervises construction equipment, quarry, paving, and plant equipment operations, and crew maintenance of equipment. Duties are devises network flow diagrams such as the critical path method and coordinates work activities of supporting units. Provides supervision over all engineer construction equipment operations. Develops and executes a quality control plan. Plans and organizes for combat engineering missions..

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR CHALLENGING/HIGH RISK POSITIONS

▣ **PLATOON SERGEANT**

▣ **SENIOR DRILL SERGEANT LEADER**

▣ **NCOES SMALL GROUP LEADER**

▣ **OBSERVER CONTROLLER/(TRAINER)**

- **AC/RC**

- **Senior Training Developer/Writer**

- **Senior Training Management NCO**

- **Operations Sergeant**

- **Construction Inspector**

- **Training Systems/Evaluations NCO**

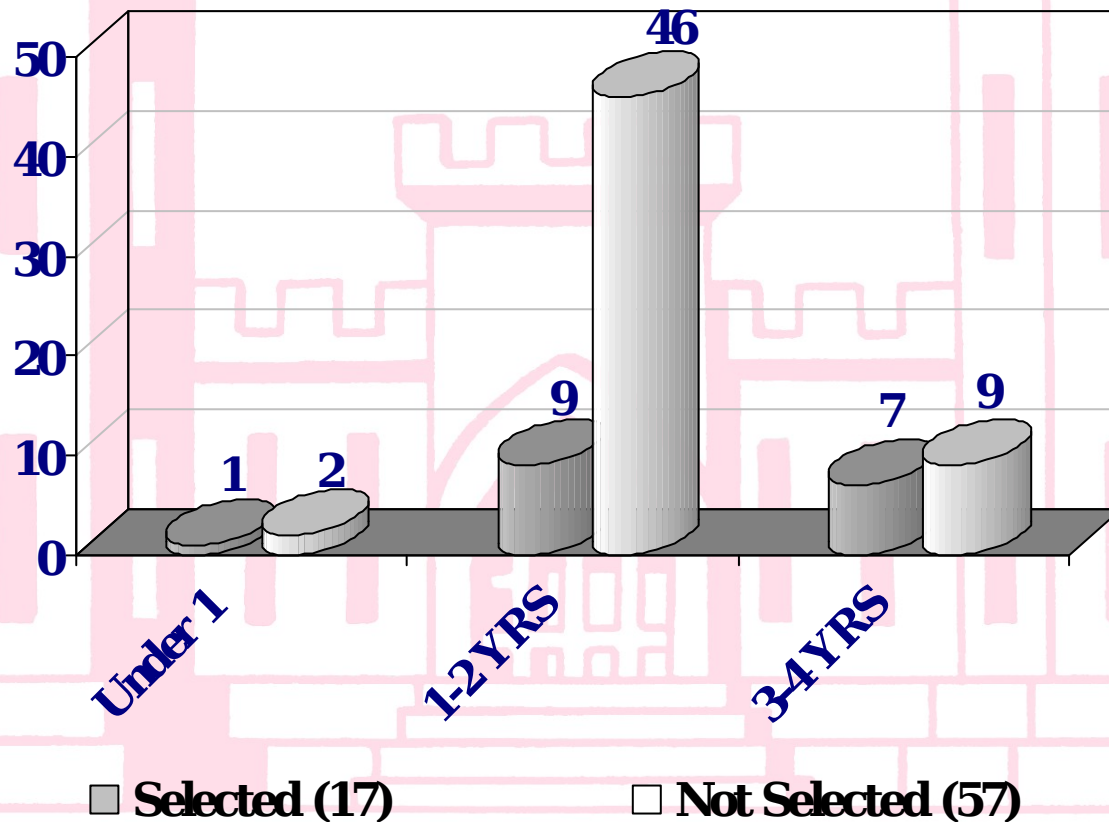
- **Instructor/Writer**

- **Material and Logistics NCO**

▣ = LEADERSHIP POSITIONS



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



FROM CY 03 MSG PROMOTION LIST



21N ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

48/82 (58.5%)

159

62/77 (80.5%)

LEADERSHIP (18 MONTHS)

PLATOON SERGEANT **67**

SENIOR DRILL SERGEANT LEADER **9**

NCOES SMALL GROUP LEADER **2**

OBSERVER CONTROLLER/(TRAINER) **32**

TOTAL **110**



MOS 21P PRIME POWER PRODUCTION SPECIALIST

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS

Major duties (ASI) The prime power production specialist performs electrical assessments; facilities maintenance; QA/QC operations: supervises, operates, installs and performs DS/GS level maintenance on electric power plants, consisting of prime power generator sets of 500 KW and higher; and associated auxiliary systems and equipment. Other duties include LNO and technical advisor to FEMA and other federal organizations. Supervises personnel and the installation, operation, unit level and direct support maintenance of electrical power plants. Coordinates, plans, and schedules team activities. Plans for the use, movement, and siting of electrical power plants. Estimates manpower, equipment and material necessary to accomplish installation of power station and construction of associated systems. Advises subordinate personnel on prime power equipment use, siting, operation and maintenance. Manages electrical projects, devises and implements safety programs, and serves as LNO for echelons above Corps. Supervises QA/QC operations for

P5 MAINT PROJECTS EQUIPMENT AND CONTRACT PERSONNEL **E5** INSTRUMENT MAINT **U4** POWER LINE DIST.

▪SSG - SGM

▪SGT - SFC

▪SGT - SFC

▪OPEN TO ANY MOS

S2 MECH EQUIP MAINT

2S BATTLE STAFF OPERATIONS

▪SGT - SFC

▪SSG - SGM

S3 ELEC EQUIP MAINT

▪OPEN TO ANY MOS

▪SGT - SFC



MOS 21F PRIME POWER PRODUCTION SPECIALIST CHALLENGING/HIGH RISK POSITIONS

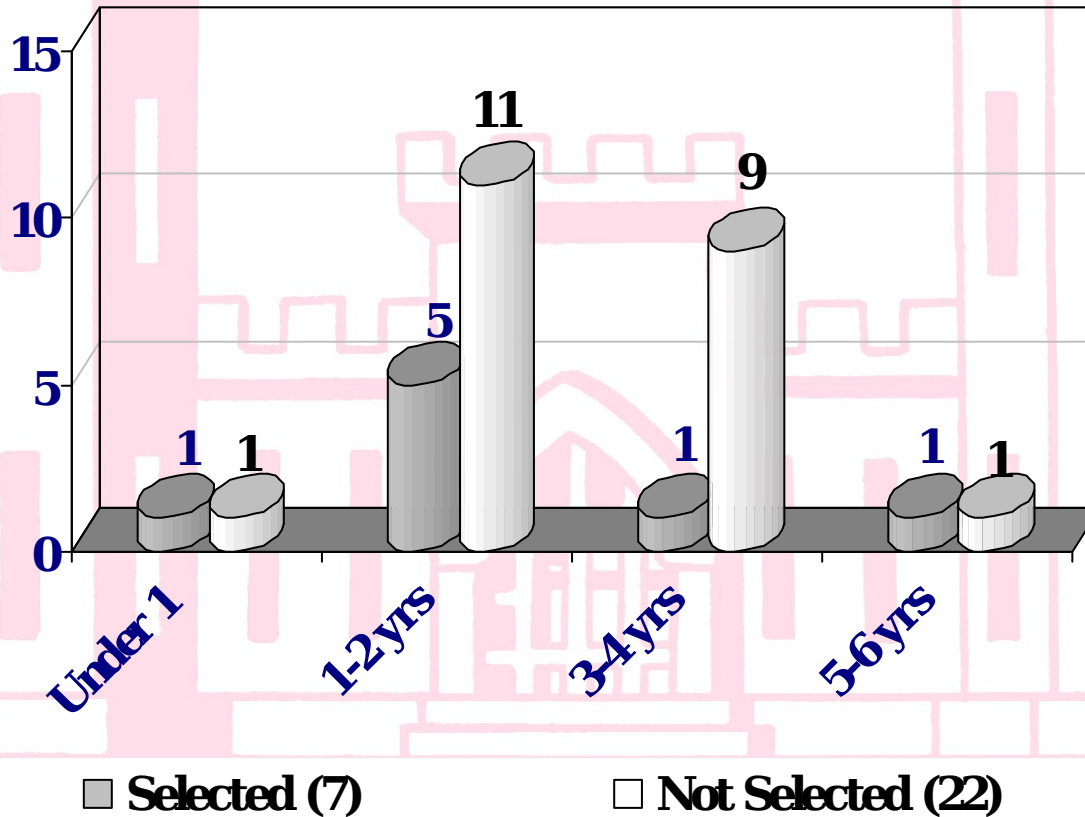
- ◆ **PRIME POWER SUPERVISOR**
- **MECHANICAL MAINTENANCE SUPERVISOR**
- **ELECTRICAL MAINTENANCE SUPERVISOR**

- **Senior Training Developer/**
- **Operations Sergeant**
- **Intelligence Sergeant**
- **Instructor/Writer**
- **Chief Prime Power Electric**

□ = LEADERSHIP POSITIONS



MOS 21P PRIME POWER PRODUCTION SPECIALIST CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



FROM CY 03 MSG PROMOTION LIST



21P ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

0/0 (8%)

35

18/23

(78%)

LEADERSHIP (18 MONTHS)

PRIME POWER SUPERVISOR

16

MECHANICAL MAINT. SUPERVISOR

1

ELECTRICAL MAINT. SUPERVISOR

1

TOTAL

17



MOS 21T TECHNICAL ENGINEERING SPECIALIST

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The technical engineer supervises or participates in construction site development to include technical investigation, surveying, drafting, development of construction plans and specifications and performing quality control inspections. Duties are plans, directs, inspects, and performs technical site development activities. Supervises duties performed by subordinate personnel.

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



MOS 211 TECHNICAL ENGINEERING SPECIALIST CHALLENGING/HIGH RISK POSITIONS

□ **SENIOR TECHNICAL
ENGINEERING NCO**

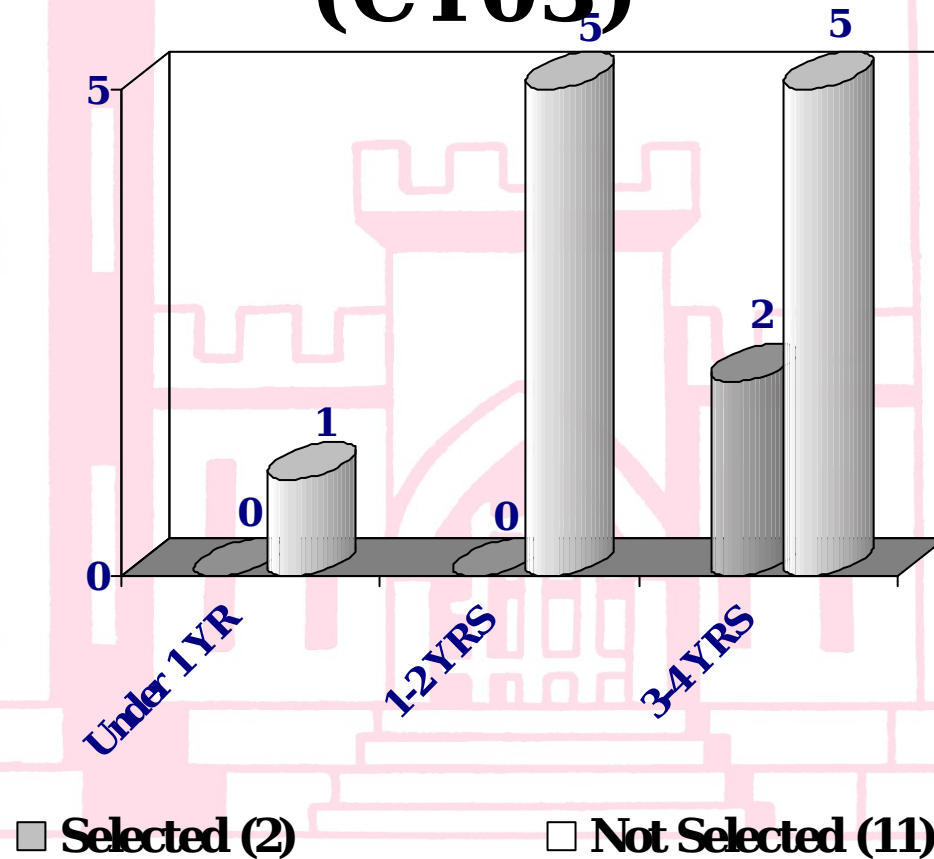
□ **SENIOR DRILL
SERGEANT LEADER**

- **Senior Training Developer/Writer**
- **Equal Opportunity Advisor**
- **Senior Training Management**

□ = LEADERSHIP POSITIONS



MOS 211 TECHNICAL ENGINEERING SPECIALIST CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



FROM CY 03 MSG PROMOTION LIST



21T ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

4/8 (50%)

20

12/12 (100%)

LEADERSHIP (18 MONTHS)

SENIOR TECHNICAL ENGINEERING NCO

15

SENIOR DRILL SERGEANTLEADER

1

TOTAL

16



MOS 21D SENIOR DIVING SUPERVISOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major Duties. The diver supervises or performs underwater reconnaissance, demolition, repair, and salvage. Performs all duties and responsibilities of platoon sergeant in a light weight dive team. Duties are supervises operator through intermediate levels of maintenance on diving life support equipment. Performs as a qualified Master Diver for lightweight diving teams. Supervises diving operations for dives deeper than 100 feet salt water. Supervises recompression therapy for diving injuries and coordinates medical support. Prepares detailed plans and reports for complex diving operations. Supervises use, training, and safety during demolitions missions. Assists the team leader during planning, scheduling, and execution of diving missions

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



MOS 21D SENIOR DIVING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS

□ **SENIOR DIVING
SUPERVISOR**

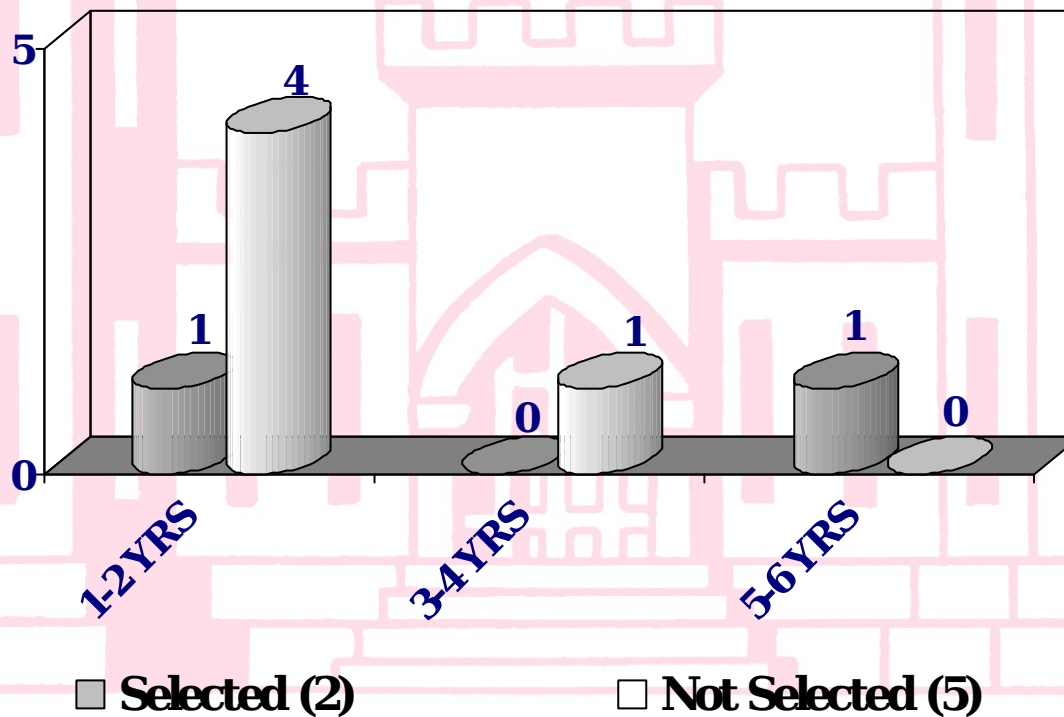
□ **SENIOR DRILL SERGEANT
LEADER**

- **Diving Liaison NCO**
- **Combat Developer NCO**
- **Senior Training Management**
- **SR Training Developer/Writer**
- **Instructor/Writer**

□ = LEADERSHIP POSITIONS



MOS 21D SENIOR DIVING SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



FROM CY 03 MSG PROMOTION LIST



21D ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

2/11 (18%)

TOTAL AUTHS

15

LEADERSHIP

4/4 (100%)

LEADERSHIP (18 MONTHS)

SENIOR DIVING SUPERVISOR

4

SENIOR DRILL SERGEANT LEADER

2

TOTALS

6

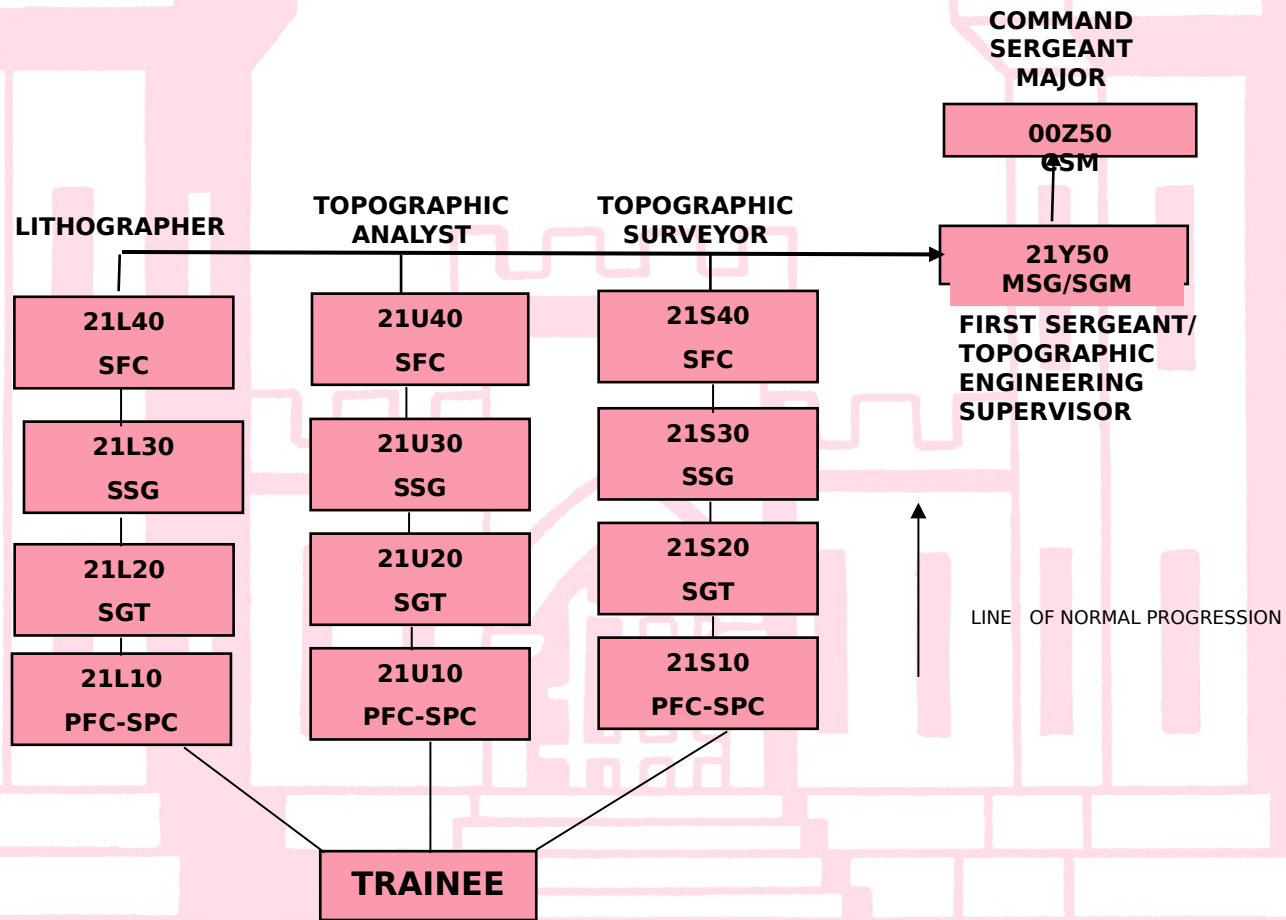


TOPOGRAPHIC ENGINEERING CHARACTERISTICS

- **Contain 4 MOSs 21L Lithographer, 21U Topographic Analyst, 21S Topographic Surveyor, and 21Y Senior Topographic Supervisor.**
- **MOSs 21L, 21U, and 21S merge at the Master Sergeant level into MOS 21Y.**
- **Opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant.**
- **Wide variety of assignments; Drill Sergeant, Small Group Leader, Instructor/Writer, Psychological Dissemination Company, Corps, Echelons Above Corps Topographic Engineer Company, and Division Terrain**



TOPOGRAPHIC ENGINEERING CAREER PROGRESSION CHART





TOPOGRAPHIC ENGINEERING TYPICAL CAREER PATTERNS



LEADERSHIP

Sqd Ldr
Sect Ldr
Drill Sgt
SGL

STAFF

SPECIAL
Recruiter
Instr/Writer
Combat/Tng Dev



LEADERSHIP

PSG
Sect Ldr
SR Drill Sgt Ldr
Detachment Sgt

STAFF

Opns Sgt

SPECIAL

Recruiter
Career Advisor
Instr/Writer



LEADERSHIP

1SG

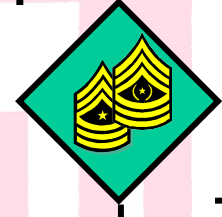
STAFF

Opns Sgt
Topographic

Intelligence

SPECIAL

SR Career
Management
SR Combat Dev



LEADERSHIP

BN CSM
GRP CSM
BDE CSM

REGT CSM

STAFF

Opns SGM


SPECIAL

SCH SGM

**Bolded are nominated
positions**

TOPOGRAPHIC ENGINEERING NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: TOPOGRAPHIC ENGINEERING

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER SECTION LEADER INTELLIGENCE SERGEANT OPERATIONS SERGEANT SENIOR TOPOGRAPHIC ANALYST DRILL SERGEANT		PLATOON SERGEANT DETACHMENT SERGEANT LITHOGRAPH OPERATIONS SERGEANT SENIOR TOPOGRAPHIC SERGEANT SENIOR TOPOGRAPHIC SURVEY SERGEANT		FIRST SERGEANT TOPOGRAPHIC INTELLIGENCE SERGEANT TOPOGRAPHIC OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Information Mgt System Speech		Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management	
RECOMMENDED READING LEVEL	12	12	12	12	12+	12+
WRITING STANDARD	Achieve writing Std*	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUNCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management			Research Techniques (Statistics) Human Resource Management
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Surveying; Photolithography; Printing; Cartography; Environmental Analysis					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Computer Science; Physical Science or related; Field Management	



MOS 21L

LITHOGRAPHER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties: The lithographer operates and performs operator maintenance on offset duplicators/presses, copy cameras, plate making and various types of bindery and film processing equipment; supervises and performs all printing and binding, camera operations, layout, and plate making activities. Duties are supervises preparation of transportable/mobile and modular print system organization for operations and movement. Prepares field operations layout for transportable/mobile organization. Supervises preventive maintenance schedules for photo-lithographic equipment.

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS

J6 REPRODUCTION EQUIPMENT REPAIR

▪PVT - SFC



MOS 21L LITHOGRAPHER CHALLENGING/HIGH RISK POSITIONS

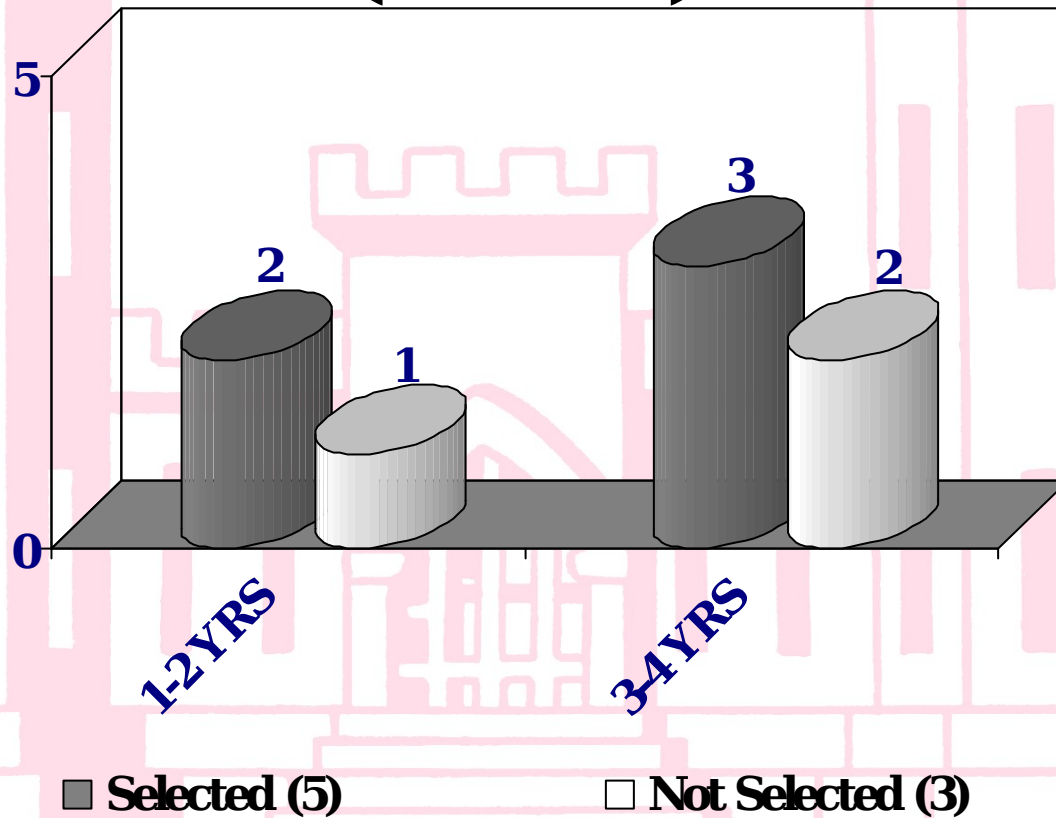
◆ PLATOON SERGEANT

- Senior Training Management NC
- Senior Lithographic Sergeant
- Lithographic Operations Sergeant
- Instructor/Writer

□ = LEADERSHIP POSITIONS



MOS 21L LITHOGRAPHER CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



FROM CY 03 MSG PROMOTION LIST



21L ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

0/3 (0%)

15

9/12 (75%)

LEADERSHIP (18 MONTHS)

PLATOON SERGEANT

9

TOTALS

9



MOS 21U TOPOGRAPHIC ANALYST

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major duties (ASI): The topographic analyst supervises and/or performs cartographic and terrain analysis duties; collects and processes military geographic information from remote sensed imagery, digital data, intelligence data, existing topographic products and other collateral data sources; edits cartographic and terrain analysis products; advises command and staff officers on topographic operations and special map product planning. Duties are performed at preceding skill level, supervises lower grade soldiers and provides technical guidance to soldiers in the accomplishment of their duties. Supervises topographic analysis activities at all levels. Coordinates and validates collection requirements. Supervises quality assurance program for all topographic operations. Plans and coordinates activities pertaining to the organization, training and the tactical and technical operation of the assigned unit. Directs preparation for movement and operation of mobile/transportable work sections. Advises command and staff officers on all aspects of topographic operations and doctrine. Coordinates the planning and production of military geographic information. Supervises preparation of transportable/mobile work sections. Advises command and staff officers on all aspects of topographic operations and doctrine. Coordinates the planning and production of military geographic information.

15. MASTER FITNESS TRAINER
Production of military geographic information

- SSG - SGM
- OPEN TO ANY MOS

25. BATTLE STAFF OPERATIONS

- SSG - SGM
- OPEN TO ANY MOS



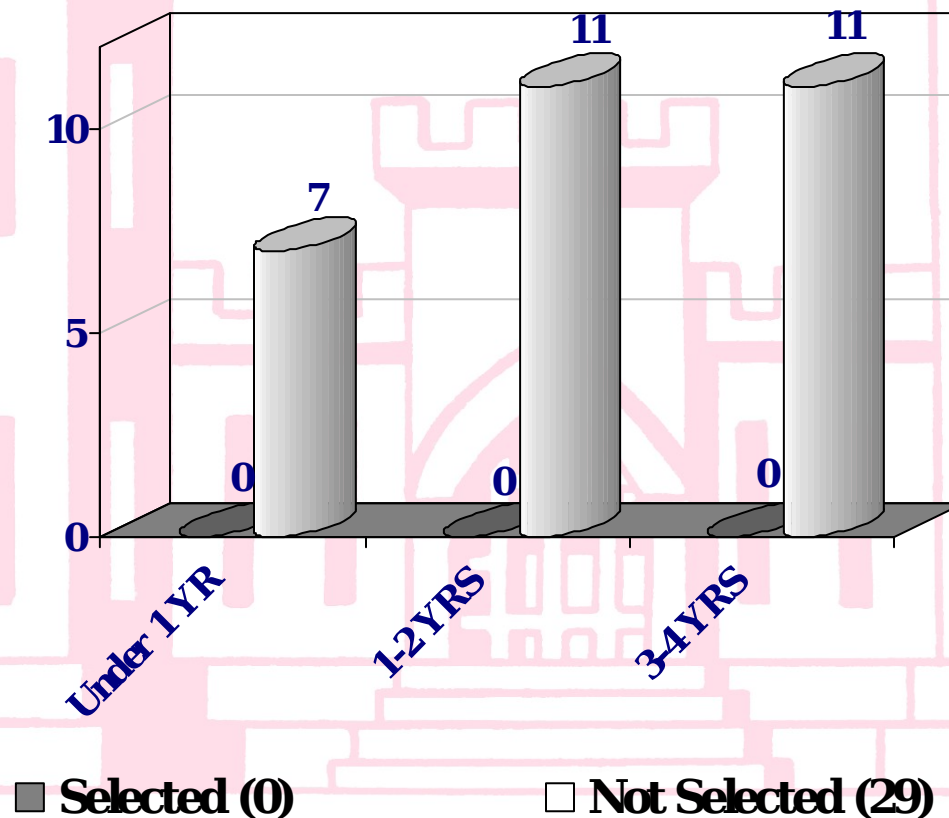
MOS 210 TOPOGRAPHIC ANALYST CHALLENGING/HIGH RISK POSITIONS

- ◆ **PLATOON SERGEANT**
- **SR DRILL SERGEANT LEADER**
- **DETACHMENT SERGEANT**
- **SENIOR TOPOGRAPHIC
SERGEANT (IN THE FOLLOWING
UNITS - 25TH, 33RD, 37TH, 61ST, 64TH, 66TH, 510th,
526TH, 541ST)**
- **Senior Topographic Sergeant**
- **Senior Career Advisor**
- **Instructor/Writer**

□ = LEADERSHIP POSITIONS



MOS 21U TOPOGRAPHIC ANALYST CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY 03)



FROM CY 03 MSG PROMOTION LIST



21U ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

4/15 (26%)

54

22/

39 (33%)

LEADERSHIP (18 MONTHS)

PLATOON SERGEANT

10

SR DRILL SERGEANT LEADER

4

DETACHMENT SERGEANT

3

SENIOR TOPOGRAPHIC SGT

9

TOTALS

26



MOS 21S TOPOGRAPHIC SURVEYOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major duties (ASI). The topographic surveyor supervises or conducts surveys to provide control data for map making, artillery and aviation support and supervises or performs topographic or geodetic computations. Duties are plans and approves topographic surveys. Supervises reconnaissance duties and reconnoiters survey sites to determine special requirements of obstacles encountered. Plans and arranges logistical support for topographic survey activities. Plans and organizes work activities. Coordinates surveying and computing activities. Supervises field survey activities in support of task and mission requirements. Determines composition and operations procedures of topographic survey parties. Performs quality checks on survey data. Collects available charts, maps, control lists, aerial photographs, and other topographic data necessary to maintain a deployable database. Disseminates survey data. Performs as technical authority in all survey matters.

ASIs

P5 MASTER FITNESS TRAINER

- SSG - SGM
- OPEN TO ANY MOS

2S BATTLE STAFF OPERATIONS

- SSG - SGM
- OPEN TO ANY MOS



MOS 21S TOPOGRAPHIC SURVEYOR CHALLENGING/HIGH RISK POSITIONS

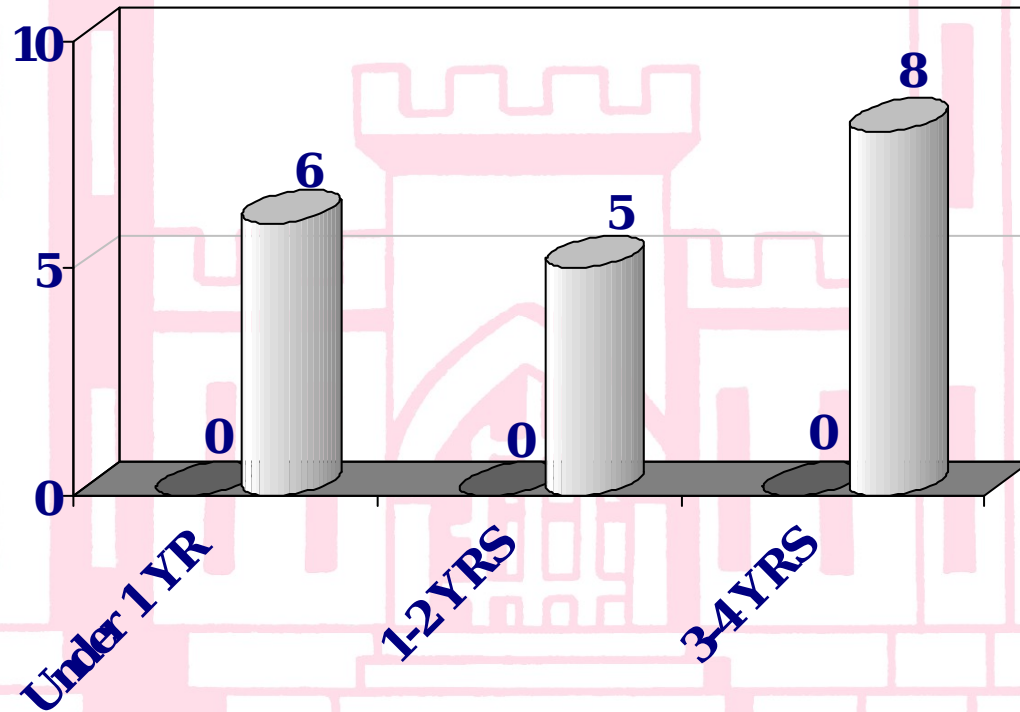
SECTION LEADER

- **Operations Sergeant**
- **Senior Topographic Survey Sergeant**
- **Instructor/Writer**

□ = LEADERSHIP POSITIONS



MOS 21S TOPOGRAPHIC SURVEYOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY 03)



■ Selected (0)

□ Not Selected (19)

FROM CY 03 MSG PROMOTION LIST



21S ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA
AUTHS/TOE

0/4 (0%)

TOTALS AUTHS

13

LEADERSHIP

5/9 (55%)

LEADERSHIP (18 MONTHS)

SECTION LEADER

5

TOTALS

5



ENGINEER REGIMENT AWARDS

The Sturgis Medal Named in honor of LTG Samuel D. Sturgis, a former Chief of Engineers, the medal is awarded annually to an enlisted engineer soldier in recognition of outstanding contributions to military engineering by demonstrated technical and leadership ability.

(1) Emphasis is placed strictly on contributions to military engineering, which includes troop or contract construction, maintenance, facilities engineering, combat engineering training, management and supervision of engineer activities, and other engineer support.

(2) The competition for this highly coveted award involves engineer soldiers from CMF 21. All Major Commands participate annually in this engineer event, but only the very finest Engineer Regiment soldiers will wear this prestigious and highly sought after medal.

The de Fleury Medal Named in honor of Francois Louis Tesseidre de Fleury, a former French Engineer Officer who was appointed a captain of engineers by the Continental Congress is awarded at three levels, bronze, silver, and gold. The bronze and silver medals are awarded to individuals who have rendered significant service or support to an element of or the entire Engineer Regiment respectively. The gold medal is awarded to only one individual annually who exemplifies boldness, courage and commitment to a strong national defense.

Army Combat Engineer Sergeant Award (MOS 21B & 21C) (ACES) This award is given annually to the best Combat Engineer Squad Leader in each battalion.



CMF 21 ENGINEER PROMOTION POTENTIAL INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR
SELECTION FOR MASTER SERGEANT:

- **ASSIGNMENTS MUST BE:**

- DIVERSE (MUST HAVE LEADERSHIP, STAFF AND SPECIAL POSITIONS)
- CHALLENGING (SOME HIGH RISK JOBS)
- SUCCESSFUL (CONSISTENTLY DEMONSTRATED STRONG PERFORMANCE)
- BACK TO BACK TDA ASSIGNMENTS ARE DISCOURAGED
(EXCEPT PROJECT WARRIOR AND TDA LEADERSHIP ASSIGNMENTS)

- **MUST NOT DEVIATE FROM ARMY STANDARDS OF:**

- LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
- PHYSICAL & MENTAL READINESS

- **TECHNICALLY AND TACTICALLY PROFICIENT**

- DEMONSTRATED SUCCESSFUL PERFORMANCE IN ALL ASSIGNED POSITIONS

- **DEMONSTRATED INITIATIVE--SELF DEVELOPMENT**

- DA/LOCAL SCHOOLS (HONOR GRADUATE/EXCEEDED COURSE STANDARDS)
- CORRESPONDENCE COURSES (ACCP)
- EDUCATION (SOME COLLEGE)
- OTHER ACHIEVEMENTS (I.E. LEADERSHIP AWARDEES)

- **RATER/SENIOR RATER EVALUATION**

- PERFORMANCE TRENDS (SUCCESS TO EXCELLENCE)
- LISTED INCREASED POTENTIAL (PROMOTION, SCHOOLING, ASSIGNMENTS)



PROPONENT POC

SGM MARCUS KING
Personnel Proponency
SGM

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